

Integrating Gender Into a Conference On Local Economic Development in the ENI Region

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Integrating Gender into a Conference On Local Economic Development In the ENI Region

by

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Women, Law & Development International

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CHAPTER ONE BACKGROUND

In January 1998, the Urban Development and Housing (UDH) Division of USAID's Bureau for Eastern Europe and the Newly Independent States (ENI Bureau) invited Marcia Greenberg, Democracy and Governance Specialist for USAID's Office of Women in Development's WIDTECH Project, to a brainstorming meeting to determine how to approach a counterpart conference intended to support local economic development initiatives and private-public partnerships.

As a result of this meeting, a conference, "Mobilizing Community Resources for Local Economic Development," was held in Bucharest, November 9-12, 1998. Although the conference was cosponsored by the Open Society Institute, World Bank, and Council of Europe, UDH was the principal organizer, with assistance from the International City/County Management Association (ICMA), Aguirre International, and the Council for Urban Economic Development.

Nancy Hooff, Chief of the UDH Division, requested Ms. Greenberg's assistance because she had managed a local economic development project in Poland and because she would bring a gender perspective to the planning process. Ms. Greenberg's two objectives were (1) to ensure women's participation in the conference and (2) to raise gender issues related to the conference's topics. These topics included creating community organizations for economic development, accessing capital for business development, attracting investment, creating an enabling environment for small business development, spurring social sector reform and economic development, and assessing labor requirements for economic development.

CHAPTER TWO

THE CONFERENCE: PREPARATION AND PARTICIPATION

WIDTECH PREPARATION STEPS TO INTEGRATE GENDER

Ms. Greenberg worked with conference planners and presenters to integrate gender into the conference. She

- Encouraged them to identify women to be presenters, panelists, and moderators;
- Encouraged efforts to ensure that women would be participants;
- Provided names of potential speakers and participants;
- Reviewed the draft of a keynote speech to be given by USAID's Assistant Administrator for Europe and the New Independent States to identify ways in which the speech might inadvertently reflect gender-stereotyping or where it might have missed opportunities to highlight women's contributions to economic development;
- Met with Pamela Baldwin, Director of the Office of the Environment, Energy, and Urban Development for the ENI Bureau, and the group preparing a session on social sector reform and economic development;
- Sent e-mail to a number of presenters and moderators to recommend attention to gender and, in some cases, to anticipate ways in which gender or women's participation might be addressed; and
- Brought written materials about gender issues to the conference.

WHAT HAPPENED AT THE CONFERENCE

The following account is offered in an effort to illustrate how a mainstream conference may be strengthened and enriched by paying attention to women's participation and gender issues. If attention is not paid to women's participation, there is an unfortunate but common risk that a conference will feature mainly men and be attended mostly by men. The potential ramifications are that women experts may be overlooked, women's perspectives may not be represented, women will not have the opportunity to learn and to network, and participants may draw conclusions without considering the gender implications of certain policies and approaches.

Women's Participation at the Conference

Women were well represented on the podium as speakers (three of the seven plenary speakers were women), panelists, and moderators. As one man noted at the end of the conference, not only were there a good number of women, but they were also very impressive. Although he was right, it should be noted that the women's credentials and experience would not automatically have put them on the podium. Rather, the following women were identified and invited thanks to the efforts of Nancy Hooff, Dave Olinger, Bonnie Walter, ICMA, and Aguirre International:

- Plenary speakers: Irina Khakamada, Chair of the State Committee of the Russian Federation for Support and Development of Small Business; Ewa Springer, President of Citizen Democracy Corps Foundation in Poland; and Nadezhda Kosareva, President of the Institute for Urban Economics in Moscow;
- Panelists: Emilia Kansy-Slowinska, President of the Zelow Foundation Board; Agata Szostek from Fundusz Mikro in Poland; Galina Griniova from FINCA/Kyrgyzstan; Irina Kibina, Deputy Chair of the Novgorod City Duma; Eszter Muranyi, Manager of Hungarian Operations for Loranger Development Companies; and Petya Atzinova, Executive Director of the Stara Gora Regional Economic Development Agency in Bulgaria; and
- Moderators: Nancy Hooff, Rebecca Black, and Pamela Baldwin from USAID; June Lavelle, Firma 2000, ACDI/VOCA; Deborah Kimble, ICMA; and Ginka Kapitanova, Executive Director of the Foundation for Local Government Reform in Sofia.

The number of women represented as counterpart participants proved disappointing, however. The conference planners in Washington left it to the missions to identify and invite participants. Consequently, some missions did better than others (see Table 1). For example, there was only one woman from Slovakia (plus the Mission's Chief of Democracy and Governance), one from Albania (plus the Democracy Officer), one from Macedonia (the USAID representative), and none from Kazakhstan or Moldova. Thus, responsibility for the limited number of women participants rests with mission staff.

How does one explain this disparity? Because women in Eastern Europe and the Newly Independent States are not only literate but also highly educated, conference organizers should have no problem finding women qualified to participate. Moreover, many counterpart participants and mission staff contend that there are few problems in their countries with women's participation in democracy, governance, and economic development and, as was confirmed during discussions at the conference, women appear to be active in those areas. The disappointing number of women attending the conference suggests, however, that absent efforts to ensure women's participation, many more men will attend than women. Therefore, unless Washington has some control or leverage over participation, some missions will not make efforts to send women. As regrettable as it may be, conference planners in the future may need to set explicit numerical expectations for women attendees.

Table 1: Breakdown by Gender of Conference Participants

Country	Total Participants	Number of Women Participants*	Number of Male Participants	Percentage of Women Participants	Women Nonparticipants: USAID, Interpreters, etc.
Albania	16	1	14	6.25%	1
Armenia	7	1	5	14.28%	1
Bosnia-Herzegovina	4	0	4	0%	0
Bulgaria	12	5	7	41.67%	1
Croatia	4	1	2	25%	1
Georgia	1	0	1	0%	0
Hungary	16	2	13	12%	1
Kazakhstan	5	0	5	0%	0
Kyrgyzstan	4	2	2	50%	0
Latvia	1	1	0	100%	0
Lithuania	2	1	1	50%	0
Macedonia	12	0	10	0%	2
Moldova	4	0	4	0%	0
Poland	22	3	15	13.6%	4
Romania	46	N/A	N/A	N/A	N/A
Russian Federation	11	6	4	54.5%	1
Slovak Republic	12	1	10	6.25%	1
Turkmenistan	1	0	1	0%	0
Ukraine	11	3	7	27.27%	1
Yugoslavia	7	1	6	14.28%	0

* Not including USAID or interpreters

Raising Awareness of Gender Issues in the Topics of Discussion

various discussions about local economic development would take into account gender issues, such as areas women are not involved (for example, as elected or appointed officials) or areas where men are generally not active (such as social service delivery and nongovernmental organizations [NGOs]).

On the first day, after the presentation of a Polish case study, Ms. Greenberg took advantage of the question and answer session to introduce the question of women's participation. She introduced herself and explained her role: to raise awareness of women's roles in economic development. She also encouraged participants to think about

- The extent to which discussion of “Mobilizing Community Resources for Local Economic Development” involved women, both as part of the “community” and as



Women networking: June Lavelle, Firma 2000, ACDI/VOCA, and Emilia Kansy-Slowinska, President of the Zelow Foundation Board.



Nancy Hooff, Chief of the ENI Bureau's UDH Division, and Nadezhda Kosareva, President of the Institute for Urban Economics in Moscow.



Flutur Laknori, Chairwoman of the Professional and Business Women's Association in Albania, shares her thoughts with other conference participants about that day's sessions.

- Women’s contributions, where they have been known to have been important; and
- The exclusion of women.

In response to Ms. Greenberg’s preparatory inquiries, a number of speakers—including plenary speakers Robert MacGregor, President of the Minnesota Center for Corporate Responsibility, and Ewa Springer, President of Citizens Democracy Corps Foundation in Poland—explicitly addressed women’s contributions. Bringing up the subject of women’s participation and needs also helped to create “space” for conference participants to raise issues in discussion. For example, Emilia Kansy-Slowinska, President of the Zelow Foundation Board, did not raise the issue herself but responded gladly to questions about women’s participation, and a representative of one USAID contractor came forward to talk about his company’s research and findings on women in Eastern Europe.

At the end of the first day, Ms. Greenberg invited all conference participants to attend an informal discussion of women in local economic development. A number of women participants also took the opportunity during the conference to approach Ms. Greenberg and meet with her one on one.¹

Lessons Learned about Integrating Gender into Mainstream Conferences

- Speakers and moderators, including USAID staff, need to be continually reminded about making gender stereotypes and assumptions. People understand and agree that women are important and that they should be allowed to participate in all levels of society. Old habits—and assumptions—are hard to break, however, and women are not necessarily more aware of them than men. For example, at the end of the three-day conference, one of the most supportive people at USAID, a woman, referred to “telecottages” and then *men.* Similarly, a Hungarian woman who was talking about foreign companies in industrial parks noted that the parks must provide good facilities so that the wives are not bored—which assumes that the employees are men whose wives and children move with them.
- Merely asking speakers to address women’s participation often is not enough. For example, one speaker said, “I was told to say something about women. I must say that the smartest thing I did in life was to surround myself with smart people—and many of them were smart women!” Instead, time must be spent to work with speakers to understand their topic and to note areas in which gender may be an issue.
- In trying to get people to think about women in “nontraditional” roles, language may pose hidden traps. For example, English offers a number of opportunities to use gender-neutral language. We can talk about a mayor or businessperson or president without

¹ These women included Flutur Laknori from Albania; Petya Atzinova from Bulgaria; Jany Hansal from Croatia; Eszter Muranyi from Hungary; Janyl Tumenbaeva from Kyrgyzstan; Emilia Kansy-Slowinska from Poland; and Olga Revina from the Ukraine.

explicit reference to the gender of that person (as opposed to a businessman or chairman or congressman). But often when such words are translated into Slavic or Romance languages, the interpreter uses the masculine form of the word. Unfortunately, this increases the likelihood that the listener is envisioning a male mayor, a business*man*, or a male president. This, in turn, interferes with efforts to increase expectations that women can—and should be—in such roles.

CHAPTER THREE

EXAMPLES OF GENDER ISSUES THAT AROSE DURING CONFERENCE DISCUSSIONS

Discussions about local economic development raised issues of women's participation in many contexts:

- □ As part of the concept of community;
- As among the human resources available to a community;
- □ As entrepreneurs and business people;
- □ As leaders;
- □ As among the unemployed;
- As elected or appointed officials in local or national government;
- As founders or key players in NGOs (both providing employment for others and supporting local economic development); and
- As founders or key players in providing private social services (as well as providing employment and playing a role as private sector partners to local government)

There were also specific concerns about impediments to women's functions in these economies, such as:

- □ Women's access to resources, particularly capital;
- Discrimination against women during privatization (for example, in layoffs because of redundancy) and employment;
- □ Support needed (such as child care); and
- How the savings municipal governments make contracting out services to NGOs may stem from the lower salaries that women in NGOs are willing to accept.

Box #1: Economic Development In Zelow

The plenary case study was about the town of Zelow in Poland. The background presenter explained that Zelow had a "monoculture" of the textile industry. Several thousand workers (40 percent of the town) lost their jobs when redundant labor was laid off, which led to a community crisis and general apathy. Emilia Kansy-Slowinska, President of the Zelow Foundation Board, said that the foundation started by building a professional team and enlisting "people with passion ... who were prepared to learn new skills." The foundation offered three tools: training, entrepreneurship funds, and a business incubator. Mariusz Hanczka, an entrepreneur from Zelow, then talked about the growth of his company, which manufactures women's underwear.

In response to Ms. Greenberg's questions, it was determined that

- Because the textile workers were mainly women, many of the unemployed were women.
- Most of the foundation's employees (the professional team of people with passion) are women.
- Between 70 and 80 percent of the foundation's clients are women; many women who want to start their own businesses come for help.
- Ninety percent of Mr. Hanczka's employees are women. According to him, they have been the reason for his success.

Lastly, there were indications that women may be more likely to raise concerns about the impact of economic activity, such as pollution and lead poisoning, which might otherwise not be addressed.

GENDER ISSUES FROM THE ACCESSING CAPITAL SESSION

- Fundusz Mikro, a program of the Polish-American Enterprise Fund, serves people who lack access to banks (because of collateral requirements) but are honest, sensible, and experienced. The presenter, Agata Szostek, said that 40 percent of the program's borrowers are women.
- FINCA provides village banking in 17 countries. Most clients are women because they need to find a way out of poverty and mothers are often the ones in the family who focus on savings. Galina Griniova reported that women in Kyrgyzstan used to stay at home while men worked in factories. But times have changed. Women now have small stalls in bazaars, and they need loans. At first, these women were suspicious of the lending program, but after a few loans met with success, there has been a ripple effect. The women's work has even been publicized through the media.
- The director of the Romanian-American Enterprise Fund said that it tends to lend to men, but it does not discriminate against women. One Romanian woman said that because women stay at home with the family and are not in business, there is no demand for women's loans in Romania. Ms. Greenberg asked the woman how she knew this. She followed up by asking: Does the fact that the media has not reported women's activities in business mean that they do not exist? The woman admitted that perhaps women are in business, but she did not know about them. Later, another Romanian woman approached Ms. Greenberg to say that women do want and need credit, and she asked to talk to the FINCA representative about setting up an office in Romania.

GENDER ISSUES FROM THE SOCIAL SECTOR REFORM SESSION

- The local coordinator for a World Vision child welfare services program in Romania said that they have tried to use the program to "re-create community spirit." When asked who is showing more civic involvement, she responded that because women are more likely to be concerned about their children's future, they have gotten much more involved in this initiative than men.
- A man talked about successful housing cooperatives in Kazakhstan. When asked who is most concerned about getting the property into good shape and keeping it safe and comfortable, he responded that it is mainly women.
- A doctor talked about having set up a private clinic. A question was posed about women's health care: If his privatized clinic is more responsive to patients than the state

system, does it deliver better care for women? He responded that he had not seen that. He volunteered, however, that although he started by hiring men to be doctors—because he needed doctors who could do “tough work”—they did not do very well. Now half of his doctors are women.

- A man talked about a town in Poland where the local government has used grants and contracts to engage NGOs in providing social services, such as help for the homeless. He was asked, “Since you say that NGOs are providing services for a fraction of what it costs the municipal government, is there any indication that low wages account for the savings?” He replied that most NGO employees are women and that since women are dedicated to social issues, they are willing to work for less in NGOs.

CHAPTER FOUR

OPPORTUNITIES TO ADDRESS GENDER ISSUES IN EFFORTS TO MOBILIZE COMMUNITY RESOURCES FOR LOCAL ECONOMIC DEVELOPMENT

ALBANIA: PROFESSIONAL AND BUSINESS WOMEN'S ASSOCIATION

The Professional and Business Women's Association (PBWA) has 16 branches throughout Albania, which is important because although some experienced businesswomen live in the capital, others around the country need know-how. PBWA has many wonderful projects for women and for businesswomen:

- It publishes a newspaper that raises issues about the problems businesswomen face in the market economy. Women contribute money, and a group puts together the paper each month.
- It has published a book, *Laws Protect Me Too*, with funding from USIS and help from ABA-CEELI. The authors are five women lawyers and two American lawyers. The book summarizes Albania law simply. Four thousand copies of the book have been printed.
- It has provided business training for women, many of whom are doing well.

For more information about PBWA, see Annex A.

Possibility: Because Albania is not a priority country for USAID's Office of Women in Development, the possibilities may be limited. After meeting Flutur Laknori, PBWA Chairwoman, however, and wanting to follow up our support to the conference and to women who are working on economic growth issues in the ENI region, WIDTECH will suggest that PBWA submit a proposal for a WIDTECH small grant.

Box #2: The State of Women In Poland

Participants from Poland shared the following facts at the conference:

- Many Polish women work for the local administration, but only 2 percent are leaders.
- Sixty-five percent of the unemployed are women.
- Among people with a secondary education who are unemployed, 85 percent are women.
- Women are not given equal pay. There are disparities within the economy.
- Women are prohibited from working some jobs.
- The not-for-profit sector is staffed predominantly by women.
- Women in NGOs are lower paid than others in the private sector.
- Two unemployed women began the Upper Silesia Entrepreneurs Foundation. They started a business incubator for coal miners. Thus far, the foundation has created 200 new jobs for the miners.

BULGARIA: MUNICIPALITY OF DOBRICH

Luchesar Rossenov, Mayor of Dobrich, and Pravda Dimova, who works on business contacts for the Municipality of Dobrich, approached Ms. Greenberg to say that they need women to be more active in their community, but they have not had much luck. Moreover, they want more women to run for town council in the fall 1999 elections because currently only 6 of the 51 council members are women. Although there are women within the municipal administration, they tend to be at lower levels and should be promoted.

Dobrich is one of 12 pilot municipalities taking part in USAID's Local Government Initiative in Bulgaria. Through this initiative, Dobrich has received a computer, training, and assistance in developing an economic strategy. It may have enough money for an information center. In addition, Dobrich has a European Club partly financed by the European Union's PHARE program. Two of its projects are "Support and Growth of Women—Leaders in Society," financed by the Democracy Network Program and the Institute for Sustainable Communities, and "Freedom of Information: Increasing the Role of Private Media in the Process of Democratization of Society," financed by the Democracy Commission of the U.S. Embassy. (See Annex B.)

There was some discussion about whether there might be some way to provide them with technical assistance to increase women's participation. Ms. Greenberg suggested that rather than providing aid only for Dobrich, it might be possible to assist all 12 pilot municipalities, all of which face similar challenges.

Possibility: Contact the Activity Manager at the mission in Bulgaria, explore whether USAID's Office of Women in Development might provide a needs assessment through a visit to Dobrich (and one or two of the other pilot communities), and then design appropriate technical assistance to demonstrate ways to increase women's participation.

CROATIA: DEŠA

Jany Hansal is president of DEŠA, a women's NGO founded in 1993 to meet the psychological needs of victims of the war, both refugees from Bosnia and displaced local women. Highlights of its activities include:

- The city of Dubrovnik has given DEŠA the use of a historic building, Lazarati. DEŠA's members are renovating it and using it for classes, conferences, gatherings, exhibits, and performances.
- DEŠA has a center for occupational training programs, which include sewing and weaving courses and foreign language classes. The programs are funded through sale of products made in DEŠA's workshops and annual membership fees.

- Mlada DEŠA is a project for young women. It offers practical courses in business and computer-related skills and workshops on women's issues and political participation. The project has a reading room and computer lab, and it is trying to create and staff an SOS hotline. (It is seeking funding for this initiative.)

Possibility: Because Croatia is not a priority country for USAID's Office of Women in Development, the possibilities may be limited. Yet Jany Hansal is an extraordinary woman. With small resources, she has the capacity to support physical, economic, and emotional reconstruction. To follow up our support to the conference and to women who are working on economic growth issues in the ENI region, WIDTECH might solicit a small grant proposal from DEŠA.

ROMANIA: MICROFINANCE

Although some people claimed that there is no need for microfinance programs for women in Romania, Georgeta Serbanescu of the Banca Romaneasca stated the contrary. She said that no group lending programs exist in Romania, and she was interested in how to promote such programs and how to link with programs in Poland or Kyrgyzstan.

Possibility: Explore ways to support linkages between Banca Romaneasca and FINCA.

Box #3: "Could You Find Me a Silkworm?"

During the war when Dubrovnik was full of refugees, an older woman in traditional dress from the village of Konavle approached Jany Hansal of DEŠA and whispered, "My dear, could you find me a silkworm?" The woman wanted to restore her costume because when the bombing of her village began, she fled with only her work clothes. The costume that she had on had been given to her by neighbors. Hansal understood that the costume was part of the woman's identity, a link to her heritage. In the end, DEŠA helped locate and smuggle the first 11 grams of silkworm eggs from France and obtained financial assistance to buy 1,000 mulberry seedlings.

DEŠA's next steps are to restore a burned-down building to establish a small silk factory, to create souvenirs from the region, and to set up a silk museum to show the whole process of silk production. According to the organization's flyer, "Women who ... participate in this project [can] achieve economic independence, promote traditional practices and values, and contribute towards a better future for their children." (For more information, see Annex C.)

ROMANIA: ECO-TOURISM AND PROTECTING THE ENVIRONMENT

Marioara Puscas, president of the Ecology and Tourism Club (Clubul de Ecologie si Turism Montan) raised questions about eco-tourism in one of the concurrent sessions. Later, however, she and Cristian Ieremia, President of the Transilvania Business Center in Baia Mare, approached Ms. Greenberg privately. First, they raised the issue of lead pollution, which is hurting women and children. They have started a program of information dissemination in areas known to have high levels of lead. They pointed to this as an issue of health care, public information, and women's rights. They noted that it is an instance of women's civic and democratic action on the local level. For now, all of their efforts are targeted locally, but they would like to engage in effective advocacy to get the Ministry of Health to act. In addition, Mr. Ieremia expressed an interest in holding business training for

women, running seminars on building self-confidence, and helping women write CVs and find jobs. (Ms. Greenberg referred him to another conference participant, Maria Anna Knothe, who has done similar work in Poland with her Center for the Advancement of Women.)

Possibility: See if Ms. Puscas can participate in some advocacy training. Be on the look out for organizations that may want to support these sorts of initiatives. Refer this information to Scott Johnson and his team at USAID/Bucharest.

UKRAINE: UKRAINIAN LEAGUE OF COMPANIES WITH FOREIGN CAPITAL

Ms. Greenberg met with Olga Revina, the league's director. Ms. Revina used to be a journalist and hosted a television program about business, during which she did features on women in business—about 30 minutes each month. Because of this exposure, she was asked to work for the Ukrainian League of Companies. She indicated that a women's fund in Kharkov has a business incubator and offers training. There is also a Department of Business Women in Kharkov.

Possibility: Keep Ms. Revina in mind in case of training opportunities or the need for contacts in Kharkov. Refer her name to Tanya Timoshenko and Linda Bernstein at USAID/Kiev.

ANNEX A

**ALBANIA: PROFESSIONAL AND
BUSINESS WOMEN'S ASSOCIATION**

PROFESSIONAL AND BUSINESS WOMEN ASSOCIATION
" DURRESI" ST, NO. 34, FLOOR III, ROOM 10-11
TEL/FAX: ++ 355 42 35726
FLUTUR XHABIJA/ LAKNORI- chairman(Tel-fax = 42833)

- MISSION:** Emancipation of Albanian women and girls through increase of their authority in all professions. Supports, encourages women and girls in their professional activity.
- STRATEGY:** Evidence of business women, their training, map of Albanian professional women, status of business woman, establishment of a business center of woman. Intercession in government for financial politics, free movement of business women etc. Their implication in world trade and cooperation with their homologues.
- RELATIONS:** with 30 NGO and 22 foreign NGO
- STUDIES:**
- * ROLE OF BUSINESS WOMEN IN DEMOCRATIC SOCIETY
 - PARTNERSHIP OF NGO OF WOMEN WITH LOCAL POWER- SECURE DEMOCRATIC SUCCESS
 - NATIONAL STUDY OF BUSINESS WOMEN IN 10 DISTRICTS
 - * PARTICIPATION OF WOMEN IN DECISION-TAKING
 - MOVEMENT OF WOMAN IN A SEVEN-YEAR-OLD RETROSPECTIVE AND PERSPECTIVES
- PROJECTS:**
- main
- " AFTER BEIJING" financed by UNDP
 - " ROLE OF NGO IN CIVIL SOCIETY" financed by FRIDRICH EBERT. foundation
 - " ENCOURAGEMENT OF WOMEN'S PARTICIPATION IN ELECTION CAMPAIGN"
 - " PARTICIPATION OF WOMEN IN DECISION-MAKING" financed by ORT
 - " SENSIBILIZATION CAMPAIGN FOR VIOLENCE AGAINST WOMEN" CRS
 - " DISTRIBUTION OF HUMANITARIAN HELPS TO POOR FAMILIES" financed by CAFOD.
- SEMINARS:** ~ 60 seminars, at 17 districts, with participation of 3000 women
- EMMISSIONS:** 53 times , transmitted in private and state radios, interior and foreign radios
- PUBLICATIONS:**
- " ORBITE " now " ...and manager" - newspapers
 - 5 leaflets , 2 POSTERS
 - THE BOOK " LAW PROTECTS AND ME" 160 PAGES
 - "National survey on business women" 60 pages
- MAIN SPONSOR:** BUSINESSWOMEN,USIS ,GTZ

ANNEX B

DOBRICH, BULGARIA: EUROPEAN CLUB

Activities of the European Club

- ❖ In connection with presenting the achievements of the European culture, the Club participated in the presentation of laureates of the Nobel Prize for literature. We also took part in the organization of the Christmas concert in 1997 with the performance of Children's Choir and choir Dobroudjan Sounds whose choir-master is Zachary Mednikarov. The concert was shown on the national TV.
- ❖ The European Club produces a weekly page in the local dailies to distribute the principles of democracy, the positive in the experience of other towns in Bulgaria and other European countries in local government and development of the civil society; publishes records and decisions of the Municipal Council to achieve transparency of the local government and gauge public reaction to local issues.
- ❖ The Club organizes youth discussions on the issues of active participation of young people in the cultural and social life of the community and raising their conscience of the role of the youth for the establishment of true democracy.
- ❖ The European Club initiated a weekly radio-program - with guests - for distributing the ideas for equal opportunities for realization of women in all spheres of social life and on all levels.
- ❖ A workshop and a seminar were organized to distribute the strategies of the World Conference on Women in Peking and Vienna, to exchange experience and join efforts of the organizations working on the problems of women.

Устойчиво развитие
ни чер за в бъдеще.
Sustainable development
is our future.

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ПРОГРАМА ДЕМОКРАТИЧНА ПРЕКА
ИНСТИТУТ ЗА УСТОЙЧИВИ ОБЩНОСТИ



ЕВРОПЕЙСКИ КЛУБ

ДОБРИЧ



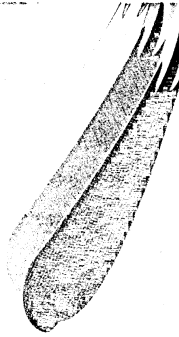
Какво представлява "Европейски клуб" - Добрич?

Клубът е извънпартийна гражданска организация за европелкзация на гражданското съзнание, мислене и култура.



What is the European Club?

The Club is a non-profit civic organization for the development of citizens' European conscience, thinking and culture.

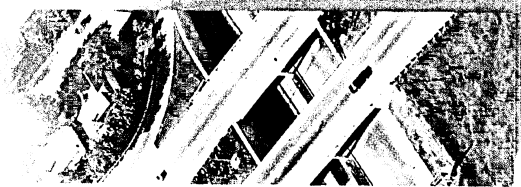


Какви са целите на "Европейски клуб"?

- ❖ Да насърчава развитието на съзнание за европейска културна идентичност
- ❖ Да съдейства за интеграцията с европейските страни и включването в европейските структури и организации
- ❖ Да подпомага развитието на гражданското общество
- ❖ Да подкрепя развитието на местното самоуправление на основата на Европейската харта от 1985г.
- ❖ Да съдейства за разширяването на трансграничното сътрудничество със сродни организации в градовете - побратими на Добрич и други европейски градове
- ❖ Да поддържа връзки и подпомага дейността на програмите на европейските организации и посолства в България

What are the aims of the European Club?

- ❖ To encourage the development of conscience of European cultural identity
- ❖ To promote the integration with the European countries and inclusion in the European structures and organizations
- ❖ To promote the development of the civil society
- ❖ To support the development of the local self-government on the basis of the European Chart from 1985
- ❖ To assist for the extension of the cross-border cooperation with similar organizations in the twin towns of Dobrich and other European towns
- ❖ To maintain contacts and support the activity of the programs of the European organizations and embassies in Bulgaria



What is the European Club doing?

The project "Institutional establishment and development of the European Club", financed by PFARE through Civil Society Development Foundation, was successfully carried on. At present the Club works on two projects: "Support & growth of women - leaders in society", financed by the Democracy Network Program and the Institute for Sustainable Communities, and "Freedom of information: increasing the role of the private media in the process of democratization of society", financed by the Democracy Commission of the Embassy of the USA.



Range of activities of the European Club

- ❖ Providing the society in Dobrich with the principles of sustainable development of the civil society.
- ❖ Stimulating public reaction to local issues and participation in the local self-government on the basis of sufficient information and possibilities for direct participation in the processes of defining the priorities and solving problems on the local level
- ❖ Increasing public knowledge of the European values through realizations of programs for presenting the highest achievements of the European culture
- ❖ Providing information for our youth with the experience of the European civic youth structures and stimulating their active participation in the cultural and social life of Dobrich
- ❖ Establishing a democratic civil society on the basis of equal opportunities for men and women in politics and society
- ❖ Stimulating women's participation in the local self-government

ANNEX C

DUBROVNIK, CROATIA: DEŠA

Now that you've seen what we have achieved, we hope that you will feel like being our goodwill messengers.

❖ **DEŠA Center for Occupational Training Programs:**

- sewing courses
- weaving courses

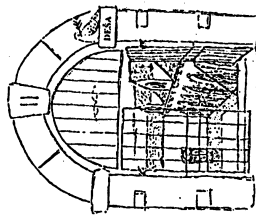
- foreign languages courses (English, German, Italian)

These projects are funded by our own means, accumulated through the sale of products manufactured in DEŠA workshops and by annual membership fees.

❖ **The Mlada DEŠA Initiative**

Mlada DEŠA (Young DEŠA) is a project which provides to young women in Dubrovnik the skills and support they need. The Mlada DEŠA initiative has several interrelated goals and activities: a women's reading room and computer lab; practical courses in business and computer-related skills; workshops on women's issues and political participation; and the creation and staffing of an S.O.S. hotline.

Come and visit us – be our guest!



DEŠA, Frana Supila 8, Dubrovnik CROATIA

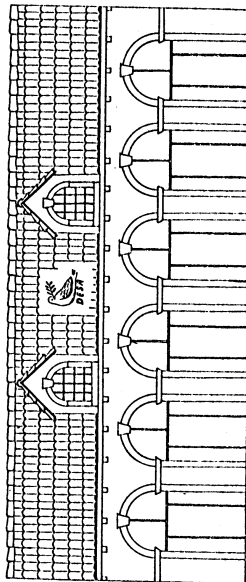
Tel: + 385 20 411 033 or 420 145 Fax: +385 20 411 422

E-mail: desa@du.tel.hr

Web page: <http://desa.dubrovnik.org>



- ❖ **DEŠA has a new home**
- ❖ **DEŠA's action group is growing in number**
- ❖ **DEŠA is working on exciting new programs**



❖ **Our New Home: Lazareti**

Our new home is part of a historic building, Lazareti, which served four hundred years ago as the quarantine for travelers, goods and people who came through Dubrovnik's port. Today it has become a space for diverse and creative activities. Our new DEŠA home in Lazareti is designed for multiple purposes, and every corner is well-used. The main room is a conference space and gallery where the artistic creations of DEŠA's women are beautifully displayed. There is a large sewing and craft room as well as a traditional classroom where language and other classes take place. There is a kitchen where meetings often happen over coffee. On the second floor are the administrative offices, additional meeting spaces, and a bedroom where guests of DEŠA can stay.

